

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2020 to 11/30/2021

| | | | |
|----------------------------|------------------------------|--|-----------------------------|
| Call Letter KAAL | Type of Station TV | Location:City/State Austin, MN | Facility ID 18285 |
|----------------------------|------------------------------|--|-----------------------------|

Full Time Positions Filled During the Reporting Period

| Position | Date Filled | Recruitment Sources Utilized to Fill Vacancy [by Code Number] | Person Hired Source |
|--|-------------|--|---------------------|
| KAAL.Production Assistant(20-1238) | 12/30/2020 | 185, 315, 333, 379, 435, 485, 511, 576, 585, 610, 625, 627, 630, 737, 828, 869, 879, 923, 929, 1181, 1182, 1197, 1427, 1450, 2226, 2255, 2301, 2333, 3000, 5000 | 923 |
| KAAL.Weather Anchor-Reporter(20-1242) | 05/26/2021 | 185, 315, 333, 379, 435, 485, 508, 511, 576, 578, 585, 609, 610, 625, 627, 630, 737, 790, 828, 869, 879, 923, 929, 1181, 1182, 1197, 1427, 1450, 2226, 2255, 2301, 2333, 3000, 5000 | 1450 |
| KAAL.Reporter/Photographer - KAAL-TV(20-1261) | 10/15/2021 | 511, 577, 585, 590, 610, 625, 630, 737, 840, 869, 872, 875, 878, 923, 1035, 1181, 1202, 1294, 1427, 1447, 1510, 1603, 2187, 2226, 2287, 2292, 2295, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3092, 3093, 5000 | 1294, 2226, 2226 |
| KAAL.Executive Producer(20-1292) | 10/13/2021 | 185, 315, 333, 379, 435, 485, 511, 576, 585, 610, 625, 627, 630, 737, 790, 828, 869, 879, 923, 929, 1181, 1182, 1197, 1427, 1450, 2226, 2255, 2301, 2333, 3000, 5000 | 3000 |
| KAAL.Senior Producer(21-1150) | 05/26/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 585, 610, 627, 630, 737, 828, 840, 869, 872, 875, 878, 923, 929, 1181, 1182, 1197, 1294, 1427, 1447, 1450, 1510, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3092, 3093, 5000 | 1450 |
| KAAL.Vice President and General Manager(21-1180) | 07/30/2021 | 185, 610, 625, 923, 1450, 2226, 2301, 2333, 3000, 5000 | 1457 |
| KAAL.Traffic and Programming Manager(21-1217) | 08/26/2021 | 185, 315, 333, 379, 435, 485, 610, 625, 627, 828, 923, 929, 1182, 1197, 1450, 2226, 2255, 2301, 2333, 3000, 5000 | 2226 |
| KAAL.News Producer(21-1219) | 11/16/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 585, 590, 610, 627, 630, 737, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3092, 3093, 5000 | 2226 |

| | | | |
|--|------------|--|---------------|
| KAAL.Anchor/Reporter Weekend(21-1220) | 11/02/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 590, 610, 625, 627, 630, 737, 790, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3093, 5000 | 5000 |
| KAAL.Sports Reporter(21-1234) | 09/29/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 585, 610, 625, 627, 630, 737, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3093, 5000 | 923 |
| KAAL.Content Desk Manager(21-1237) | 08/18/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 585, 610, 625, 627, 630, 737, 790, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3093, 5000 | 3000 |
| KAAL.Production Assistant(21- 1317) | 11/15/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3092, 3093, 5000 | 1450 |
| KAAL.Morning News Producer(21-1354) | 11/15/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 585, 610, 625, 627, 630, 737, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3092, 3093, 5000 | 1450 |
| KAAL.Traffic Assistant(21-1374) | 10/29/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 585, 610, 625, 627, 630, 737, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3092, 3093, 5000 | 5000 |
| KAAL.General Sales Manager(21-1394) | 11/18/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 585, 590, 610, 625, 627, 630, 737, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3092, 3093, 5000 | 1450 |
| KAAL.Account Executive(21- 1432) | 11/11/2021 | 185, 315, 333, 379, 435, 485, 511, 577, 585, 610, 625, 627, 630, 737, 790, 828, 840, 869, 872, 875, 878, 923, 929, 1035, 1181, 1182, 1197, 1202, 1294, 1427, 1447, 1450, 1510, 1603, 2187, 2226, 2255, 2287, 2292, 2295, 2301, 2333, 3000, 3033, 3034, 3063, 3067, 3088, 3089, 3090, 3091, 3092, 3093, 5000 | 1450, 2226 |

List of Recruitment Sources

***An asterisk next to the name of the source indicates a source that requested our postings.**

| Code | Recruitment Source | Address | Contact Person | Candidates Interviewed |
|------|------------------------------------|---|------------------------------|------------------------|
| 185 | Austin Area Chamber of Commerce | 329 N Main St #102 Austin Minnesota, 55912 | Jeanine Nelson 5074374561 | 0 |

| | | | | |
|-----|--|--|-------------------------------|---|
| 315 | U of Northern Iowa | 1227 West 27th St Cedar Falls Iowa, 50614 | Career Services 3192736857 | 0 |
| 333 | University of South Dakota Dept of Media & Journalism | 414 E Clark St Al Newarth Media Center Vermillion South Dakota, 57069 | Samantha Nelson 6056775765 | 0 |
| 379 | Job Fair | | | 1 |
| 401 | Recruiter | | | 1 |
| 435 | Riverland Community College | 2200 Riverland Dr Austin Minnesota, 55912 | Mindi Askelson 5073793361 | 0 |
| 485 | St Louis University | 3642 Lindell Blvd O'Neil Hall St Louis Missouri, 63108 | Career Dept 3149773131 | 0 |
| 508 | University of Arizona Department of Atmospheric Sciences | 1118 E 4th St, PO Box 210081 Tucson Arizona, 85721 | Sarah Warren 5206216831 | 0 |
| 511 | University of Chicago | 5734 S Ellis Ave Chicago Illinois, 60637 | Handshake 7737029506 | 0 |
| 576 | U of Wisconsin La Crosse | 1725 State St La Crosse Wisconsin, 54601 | Karolyn Bald 6087858514 | 0 |
| 577 | UW La Crosse Career Services | 1725 State St LaCrosse Wisconsin, 54601 | Handshake 6087858514 | 0 |
| 578 | U of Wisconsin Dept of Atmospheric & Oceanic Sciences | 1225 W Dayton St Room 849 Madison Wisconsin, 53706 | Sue Foldy 6082622828 | 0 |
| 585 | U of Wisconsin Madison | 821 University Ave Room 5114 Madison Wisconsin, 53706 | Handshake 6088901046 | 1 |
| 590 | U of Wisconsin Superior | PO Box 2000 Superior Wisconsin, 54880 | Handshake 7153948024 | 0 |
| 609 | Mississippi State Univ School of Meteorology | 109 Hilbun Hall PO Box 5448 MS State Mississippi, 39762 | Kim Chewe 6623253915 | 0 |

| | | | | |
|-----|--|---|--------------------------------|---|
| 610 | Minnesota Broadcasters Association | 408 St. Peter Street Suite 423 St. Paul Minnesota, 55102 | Tim Hyde 6129268123 | 1 |
| 625 | Minnesota Works.net | 332 Minnesota St #E200 St Paul Minnesota, 55101 | Linda 6512968400 | 1 |
| 627 | Minnesota Dept of Economic Security Albert Lea | Mankato Place 12 Civic Center Plaza #1600 Mankato Minnesota, 56001 | Valerie Kvale 5074027294 | 0 |
| 630 | Minnesota State University Mankato | Career Development Center, WA 209, 730 Maywood Ave Mankato Minnesota, 56001 | Handshake 5073896061 | 0 |
| 737 | Macalester College | 1600 Grand Ave St Paul Minnesota, 55105 | Handshake 6516966384 | 0 |
| 790 | Penn State University Department of Meteorology | 502 Walker Building University Park Pennsylvania, 16802 | Ginger Kowalchuk 8148650478 | 1 |
| 828 | Iowa State University Plcmt Office | 101 Hamilton Hall Ames Iowa, 50013 | Julie Probasco 5152944342 | 0 |
| 840 | Concordia College Career Center | 901 8th St S Moorhead Minnesota, 56562 | Handshake 2182993020 | 0 |
| 869 | St Cloud State University Career Center | 720 4th Ave S, Centennial Hall #215 St Cloud Minnesota, 563014498 | Handshake 3203082153 | 0 |
| 872 | College of St Benedict/St John's | 37 College Ave S, Career Services St Joseph Minnesota, 56374 | Handshake 3203635707 | 0 |
| 875 | St Mary's University | 700 Terrace Hts #6 Winona Minnesota, 55987 | Handshake 5074576695 | 0 |
| 878 | Southwest Minnesota State University Career Svcs | 1501 State St BA 156 Marshall Minnesota, 56258 | Handshake 5075376221 | 0 |
| 879 | Southwest Minnesota State University | 1501 State St Marshall Minnesota, 56258 | Carrie hansen 5075376221 | 0 |
| 923 | TV Jobs | PO Box 4116 Oceanside California, 920524116 | Mark C Holloway 7607548177 | 7 |

| | | | | |
|------|--|---|------------------------------|----|
| 929 | Ball State University | Career Center, Lucinda Hall 220 Muncie Indiana, 47306 | Kyndra Haggard 7622852436 | 0 |
| 1035 | *University of the Southwest | 6610 Lovington Hwy T-30 Hobbs New Mexico, 88240 | Handshake 5753926561 | 0 |
| 1181 | Winona State University Career Services | PO Box 5838 Phelps 126 Winona Minnesota, 55987 | Handshake 5074575878 | 0 |
| 1182 | Syracuse University | CDC, Rm 20, NCCI, 215 University Place Syracuse New York, 13224 | Karen McGee 3154433270 | 0 |
| 1197 | Wartburg College Pathways Center for Career Services | 100 Wartburg Blvd Waverly Iowa, 50677 | Handshake 3193528615 | 0 |
| 1202 | University of Wisconsin Eau Claire, Department of Communication & Journalism | 105 Garfield Ave PO Box 4004 Eau Claire Wisconsin, 54702 | Handshake 7158362528 | 0 |
| 1294 | University of Minnesota | 411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455 | Handshake 6126247387 | 3 |
| 1427 | Drake University School of Journalism & Mass Communication | 2805 University Ave 118 Meredith Hall Des Moines Iowa, 50311 | Handshake 5152713194 | 0 |
| 1447 | University of Missouri | 230 Jesse Hall Columbia Missouri, 65211 | Handshake 5738821957 | 0 |
| 1450 | Indeed.com | Austin Texas, | | 25 |
| 1457 | LinkedIn | 2029 Stierlin Ct Mountain View California, 94043 | | 14 |
| 1510 | DePaul University | 1 E Jackson # 9500 Chicago Illinois, 60604 | Handshake 3123625597 | 0 |
| 1603 | Valparaiso University | 1509 Chapel Dr Valparaiso Indiana, 46383 | Handshake 2194645005 | 0 |
| 2187 | Minnesota State University Moorhead | 1107 7th Ave S Moorhead Minnesota, 56563 | Handshake 2184772131 | 0 |

| | | | | |
|------|--|---|-------------------------------|----|
| 2226 | Employee Referrral | | | 12 |
| 2255 | RCTC | 851 30th Ave SE Rochester Minnesota, 55904 | Tameka Coleman 5072925152 | 1 |
| 2287 | Gustavus Adolphus College | 800 W College Ave St Peter Minnesota, 56082 | Handshake 5079337524 | 0 |
| 2292 | University of Wisconsin Oshkosh | 800 Algama Blvd Oshkosh Wisconsin, 54901 | Handshake 9204242181 | 0 |
| 2295 | University of Wisconsin Milwaukee | University of Wisconsin Milwaukee Wisconsin, 53211 | Career Services 4142294486 | 0 |
| 2301 | *Austin Workforce Development | 1600 8th Ave NW Austin Minnesota, 55912 | Michael Postma 5074330555 | 0 |
| 2333 | HubSource | 220 S Broadway #100 Rochester Minnesota, 55904 | Samuel Gill 5074245681 | 0 |
| 3000 | HBI Career Site | | | 13 |
| 3033 | University of Northwestern-St. Paul | 3003 Snelling Ave N St. Paul Minnesota, 55113 | Handshake 6516315279 | 0 |
| 3034 | The College of St. Scholastica | 1204 Kenwood Avenue Duluth Minnesota, 55811 | Handshake | 0 |
| 3063 | Bemidji State University/Northwest Technical College | 1500 Birchmont Dr NE #18 Bemidji Minnesota, 56601 | Handshake 218-755-2405 | 0 |
| 3067 | South Dakota State University | 1421 Student Union Lane Brookings South Dakota, 57006 | Handshake 6056884425 | 0 |
| 3088 | Medaille College | 18 Agassiz Cir Buffalo New York, 14214 | Handshake | 0 |
| 3089 | Michigan State University | 556 E Circle Drive, 113 Student Services Bldg East Lansing Michigan, 48824 | Handshake | 0 |
| 3090 | Simpson College | 701 N C St Indianola Iowa, 50125 | Handshake | 0 |

| | | | | |
|------|----------------------------|---|-----------|---|
| 3091 | University of Michigan | 500 S State St Ann Arbor Michigan, 48109 | Handshake | 0 |
| 3092 | University of Iowa | Iowa City Iowa, 52242 | Handshake | 0 |
| 3093 | University of North Dakota | Grand Forks North Dakota, 58202 | Handshake | 0 |
| 5000 | Internal | | | 7 |

Outreach Activities

| Name of Event/ Initiative | Contact Person | Date | Description of Initiative |
|--|----------------|---------------------------|--|
| B.I.G. Career & Internship Fair | Mandy Hanson | 03/25/2021- 03/25/2021 | The News Director participated in the B.I.G. Multiple College Virtual Career & Internship Fair to meet with students who were interested in possible career opportunities with KAAL-TV. |
| Columbia College Chicago's Spring Internship and Career Fair | Handshake | 02/11/2021- 02/11/2021 | KAAL's News Director participated virtually in the Columbia College Chicago's Spring Internship & Career Fair. The purpose of this event was to recruit students for internship and open positions with KAAL-TV. |
| Columbia Journalism School Career Expo | Lauren Mack | 04/12/2021- 04/12/2021 | The News Director attended this virtual event to meet with students who were interested in possible career opportunities with KAAL-TV. |
| Columbia Journalism School Career Expo - June | Lauren Mack | 06/14/2021- 06/14/2021 | The News Director participated in Columbia Journalism School's Career Expo. The event, held virtually, allowed him to meet with students who were interested in possible career opportunities with KAAL-TV. |
| Howard University Career Fair | Handshake | 02/25/2021- 02/25/2021 | The News Director attended the Howard University Virtual Career Fair to meet with students who were interested in possible career opportunities with KAAL-TV. |
| Leadership Training | Julie Pomeroy | 04/27/2021- 08/18/2021 | Managers at KAAL-TV participated in leadership training during the year. The trainings were The 6 Critical Practices For Leading a Team and The 4 Essential Roles of Leadership. Training was provided to grow and develop management/leadership skills. |

| | | | |
|--|-------------------|---------------------------|--|
| MBA Recruitment Fair | Tim Hyde | 10/06/2021- 10/06/2021 | KAAL's VP/GM attended the MBA Recruitment Fair which was held at the Minnesota Broadcasters Association Annual Meeting. The purpose of this event was to recruit prospective employees for a career with KAAL-TV. |
| Michigan State University Career Fair | Handshake | 02/24/2021- 02/24/2021 | The News Director participated in the Michigan State University Career Fair virtually to discuss possible career opportunities with students. |
| St. Cloud State University Diversity Job Fair | Handshake | 01/29/2021- 01/29/2021 | The News Director participated in the St. Cloud State University Diversity Job Fair, a virtual event, to meet with students who were interested in possible job and internship opportunities with KAAL-TV. |
| Syracuse University Newhouse Diversity Career Fair | Career Fair Plus | 03/05/2021- 03/05/2021 | KAAL's News Director attended the Syracuse University Spring 2021 Newhouse Diversity Communications Virtual Career Fair. He spoke with students who were interested in possible career opportunities with KAAL-TV. |
| University of Iowa Adler School of Journalism Speed Networking | Paul Jensen | 10/04/2021- 10/04/2021 | KAAL's Senior Producer attended a speed networking event put on by the University of Iowa's School of Journalism. The purpose of the event was to recruit potential job candidates for KAAL-TV. |
| University of Wisconsin Career Fair | Pam Garcia-Rivera | 03/10/2021- 03/10/2021 | The News Director participated in the University of Wisconsin Virtual Career Fair to meet with students who were interested in possible career opportunities with KAAL-TV. |
| UW-River Falls Career Fair | Handshake | 02/17/2021- 02/17/2021 | The News Director participated virtually in the UW-River Falls Career Fair to talk with students about possible career opportunities with KAAL-TV. |